

**IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF GEORGIA**

JESSICA WILCOXSON,

Plaintiff,

v.

**PHYSICIANS AESTHETICS
ACADEMY, LLC et. al.,**

Defendants.

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CIVIL ACTION NO.

1:19-cv-01041-SCJ

DECLARATION OF ANDREW Y. COFFMAN

Andrew Y. Coffman, co-counsel for the Plaintiff in the above-referenced matter, testifies under penalty of perjury as follows:

1.

My name is Andrew Y. Coffman. I give this declaration for use in the above-captioned case in support of Plaintiff's application for attorneys' fees. I am an attorney licensed to practice law in the State of Georgia, and acted as co-counsel for the Plaintiffs, along with Mr. Cleveland at our firm.

2.

I graduated, *cum laude*, from Boston University School of Law in Boston, Massachusetts in 1992 and was admitted to practice in Georgia in November of

that year. Since my admission to the Georgia Bar, I have consistently practiced civil rights and employment litigation law in Atlanta, Georgia. I have spent most of my time working in federal district and appellate courts. In September, I have over 28 years of continuous, full-time experience in civil rights litigation.

3.

I am admitted to practice before all state trial and appellate courts in Georgia, the United States District Courts for the Northern, Middle and Southern Districts of Georgia, and the United States Court of Appeals for the Eleventh Circuit.

4.

I am the managing partner of the law firm of Parks, Chesin & Walbert, P. C. I have specialized experience in areas of employment related litigation, including Title VII, the American with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, and the Fair Labor Standards Act. I also have significant experience in civil rights matters under Section 1983 and Section 1981. I have acted as lead counsel in hundreds of employment cases and have regularly served as lead counsel in jury trials, bench trials, hearings, and related proceedings. I have tried over 20 employment disputes to juries in the Northern District of Georgia and Georgia state courts. I frequently consult with

attorneys throughout Atlanta, the State of Georgia, and other major cities who are involved in employment litigation.

5.

I currently bill at the rate of \$450.00 per hour for time spent on litigation matters. I have charged slightly less for consultations and have received more or less than my standard hourly rate when charging on a flat fee basis for informal negotiations or administrative engagements. However, for my work in court, \$450.00 is my current standard rate. It is a rate that I bill to hourly clients who pay on a monthly basis and it is the current rate I record in all contingency fee matters in which I expend time.

6.

Based on my years of experience in billing clients and in offering fee petitions in fee-shifting cases like this one, I am familiar with the hourly rates charged by attorneys in Atlanta. Based on that experience, and my actual billing practices, my hourly rate of \$450.00 is well within the range of fees customarily charged to hourly clients in Atlanta. My rate is lower than many colleagues of comparable experience.

7.

I have received similar hourly rates in petitions before courts in the Northern

District of Georgia. In 2015, I was awarded fees in an FLSA case at my then-hourly rate of \$400 in *Henderson v. City of Grantville*, N.D. Ga., Civil Action No. 3:13-cv-00087-TCB, Doc. #56 (January 23, 2015). In 2014, Judge William Duffey awarded fees to my clients based, in part, on my rate of \$400 per hour in *Tiffany Butz v. Amware Distribution Wharehouse of Georgia*, N.D. Ga., Civil Action File No. 1:13-cv-03204-WSD, Doc. #58 (December 8, 2014). Prior to that, in 2013, I received a fee award in *Doug Carl v. Fulton County, et al.*, N.D. Ga., Civil Action File No.: 1:07-cv-1812-AJB, a Title VII case in which I acted as lead trial counsel for the plaintiff. In that case, Fulton County stipulated to my \$400 hourly rate. In 2011, I was awarded \$325.00 per hour by Judge Amy Totenberg for litigation work in the case of *Obester v. Lucas Group, Inc.*, Civil Action File No. 1:08-cv-3491-AT. Since 2015, I have continued to act as lead counsel in additional jury trials and have increased my hourly rate in keeping with my increased experience.

8.

As the managing partner of our firm, one of my responsibilities is the periodic review and setting of hourly rates charged by the firm for associate and professional time. I have reviewed the experience and work of William Cleveland in this capacity. Our firm has billed our Mr. Cleveland's time at rates between \$325 - \$350 per hour, depending on the nature of the representation. We currently

bill \$350 per hour for litigation work in both contingency, fee-shifting cases and cases in which his time is billed to clients paying on an hourly basis. As a result, Mr. Cleveland's hourly rate is not only reasonable, it is the actual prevailing rate our firm charges and receives as payment for his time. Other than Mr. Cleveland, the billing statement includes time entries from John L. Mays, who was admitted to practice in Georgia in 2010. He is a partner with over 10 years of experience in FLSA litigation. Mr. Mays is a graduate of Columbia University and the Emory University School of Law, where he was a Dean's Scholarship recipient and Notes & Comments Editor for the Emory International Law Review. Mr. Mays bills at the rate of \$400 per hour. Like Mr. Cleveland, this is the time billed to hourly and non-hourly clients that thus represents a reasonable fee for this petition. Mr. Mays's limited time entries were spent supervising the work of Mr. Cleveland. As the billing statement reflects, while I occasionally performed the same supervisory function, our time is not duplicative or excessive in this regard.

9.

An itemized statement of all time and expenses incurred in the case by the attorneys in our firm is attached as **Attachment A**. All attorney time is maintained contemporaneously with the work completed by the responsible attorneys. The time is then entered into a centralized billing system on a regular basis (at least

monthly) so that it is current and up to date. I have reviewed the attached statement and it is a true and accurate statement of the attorney time expended working on this matter. The time and billing entries reflect the exercise of billing judgment, not only in the recording of time, but also in reviewing the total time for Plaintiffs' fee petition. There are no overlapping time entries by multiple lawyers. The case was appropriately staffed to avoid the presence of multiple attorneys at depositions and at mediation.

I SWEAR UNDER PENALTY OF PERJURY OF THE UNITED STATES OF AMERICA THAT THE FOREGOING FACTS ARE TRUE AND BASED UPON MY PERSONAL KNOWLEDGE, UNLESS OTHERWISE INDICATED.

This January 7, 2021.



ANDREW Y. COFFMAN

ATTACHMENT A
(Fee and Cost Invoice)



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Atlanta, GA 30309
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www.pcwlawfirm.com
Federal I.D. #58-1180767

Jessica Wilcoxson
[REDACTED]

Statement Date: January 7, 2021
Statement No. 173790
Client No. 6064.019053 C

RE: Wilcoxson v Atlanta MediSpa Surgery Center

Fees

			Rate	Hours	Amount
01/11/2019	WSC	Intake call with Client.	350.00	0.50	175.00
	WSC	Research Defendant Atlanta MediSpa, business search.	350.00	0.40	140.00
02/07/2019	WSC	Draft Complaint.	350.00	1.40	490.00
	WSC	Phone call with Client regarding fee contract and litigation strategy.	350.00	0.50	175.00
02/08/2019	WSC	Research Atlanta MediSpa, LLC and other companies for which Atkins is registered agent.	350.00	0.20	70.00
	WSC	Correspondence with Client regarding potential fact witnesses and ownership.	350.00	0.10	35.00
	WSC	Phone call with Client regarding fact investigation.	350.00	0.10	35.00
	WSC	Draft Complaint.	350.00	2.20	770.00
02/11/2019	WSC	Draft, edit, and revise Complaint.	350.00	1.20	420.00
02/12/2019	WSC	Draft Complaint.	350.00	0.70	245.00
	WSC	Draft Plaintiff's First RPDs to Defendant.	350.00	0.60	210.00
	WSC	Correspondence with Client regarding fact investigation.	350.00	0.10	35.00
03/04/2019	WSC	Revise and edit Complaint.	350.00	0.20	70.00
03/11/2019	WSC	Revise and edit Plaintiff's First RPDs to Defendants.	350.00	0.30	105.00
03/12/2019	WSC	Confer with K. Poole regarding service address for Defendants, as address listed on Ga Sec. of State filings no longer valid.	350.00	0.10	35.00
03/21/2019	WSC	Legal research regarding standards for answering a complaint pursuant to Fed. R. Civ. P.	350.00	0.30	105.00
	WSC	Confer with AYC regarding Defendants' Answer and litigation strategy.	350.00	0.20	70.00
	WSC	Review and analyze Defendants' Answer.	350.00	0.30	105.00
04/10/2019	WSC	Draft Amended Complaint.	350.00	0.40	140.00



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			Rate	Hours	Amount
04/11/2019	WSC	Edit and revise Amended Complaint.	350.00	0.20	70.00
	WSC	Phone call with Client regarding update on Amended Complaint.	350.00	0.20	70.00
05/16/2019	WSC	Telephone conference with D. Phillips regarding consent motion to extend deadline to answer Amended Complaint and settlement conference.	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding update and plan moving forward.	350.00	0.20	70.00
	WSC	Damages modeling.	350.00	0.50	175.00
	WSC	Draft demand.	350.00	0.40	140.00
	WSC	Telephone conference with Client regarding demand amount (.2), email to Client confirming demand amount (.1).	350.00	0.30	105.00
	WSC	Review and analyze proposed Joint Motion for Extension of Time to Answer and Proposed Order (.2), email correspondence with opposing counsel regarding same (.1).	350.00	0.30	105.00
06/03/2019	WSC	Confer w. AYC regarding Defendant's correspondence claiming improperly-named defendants.	350.00	0.20	70.00
	WSC	Review and analyze Defendants' correspondence regarding claims of abusive litigation (.3), review and analyze Answer (.3), legal research regarding retaliation and counter claims, conversation and unjust enrichment (1.5), begin outlining and drafting response to abusive litigation letter (.3), legal research regarding answer to counter claim (.1).	350.00	2.50	875.00
	WSC	Confer w. JLM regarding retaliation claim.	350.00	0.50	175.00
	JLM	Confer with WSC regarding: retaliatory counterclaims and forward sample documents and research	400.00	0.50	200.00
06/06/2019	WSC	Begin outlining response to counter-claims, etc.	350.00	0.30	105.00
	WSC	Confer w. AYC regarding litigation strategy.	350.00	0.50	175.00
	WSC	Draft email correspondence to opposing counsel regarding follow up on demand.	350.00	0.30	105.00
06/07/2019	WSC	Edit and revise discovery requests.	350.00	0.20	70.00
06/11/2019	WSC	Research Defendants' online advertising material, including websites and Facebook for purposes of analysis and response to Defendants' correspondence threatening bad-faith litigation.	350.00	1.50	525.00
	WSC	Telephone conferences with Client regarding counter claims, abusive litigation threats, reissuing demand with increased attorney fees, and plan moving forward.	350.00	0.80	280.00
	WSC	Draft correspondence to opposing counsel regarding threats of abusive litigation, counterclaims, and abusive litigation.	350.00	1.00	350.00
06/12/2019	WSC	Continue drafting correspondence to opposing counsel regarding retaliation and addressing allegations of improperly named defendants.	350.00	1.60	560.00
	WSC	Revise and edit demand.	350.00	0.20	70.00
	WSC	Draft discovery requests.	350.00	1.50	525.00



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			Rate	Hours	Amount
	WSC	File COS regarding Plaintiff's Discovery Requests (.1), email to Opposing counsel regarding discovery requests (.1).	350.00	0.20	70.00
06/13/2019	WSC	Email correspondence with opposing counsel regarding consenting to amending complaint and scheduling conference.	350.00	0.20	70.00
06/14/2019	WSC	Legal research regarding conversion claims for overpaid wages.	350.00	0.80	280.00
	WSC	Review and analyze Defendants' affirmative defenses for purposes of determining potentially striking affirmative defenses.	350.00	0.20	70.00
06/17/2019	WSC	Legal research regarding elements of unjust enrichment claim.	350.00	0.30	105.00
	WSC	Legal research regarding FLSA claims and frivolous litigation.	350.00	0.60	210.00
	WSC	Legal research regarding FLSA and OCGA 13-6-11.	350.00	0.60	210.00
	WSC	Review and analyze Defendants' first discovery requests to Plaintiff for purposes of discussing them with Client.	350.00	0.20	70.00
	WSC	Confer w. MTF regarding motion for leave to amend complaint.	350.00	0.30	105.00
	WSC	Telephone conference with Client regarding discovery requests.	350.00	0.60	210.00
06/18/2019	WSC	Draft Joint Preliminary Report (.4), prepare for Rule 26(f) conference (.2).	350.00	0.60	210.00
	WSC	Email correspondence with opposing counsel regarding confirming Rule 26(f) conference.	350.00	0.10	35.00
	WSC	Outline Answer to Counterclaims.	350.00	0.30	105.00
	WSC	Legal research regarding motion for leave to file amended complaint.	350.00	0.40	140.00
	WSC	Travel to and from Rule 26(f) conference.	350.00	0.80	280.00
	WSC	Attend Rule 26(f) conference.	350.00	1.60	560.00
	WSC	Review, analyze, and revise proposed Joint Preliminary Report based upon Rule 26(f) conference.	350.00	0.30	105.00
	WSC	Research TimeTrax exporting capabilities.	350.00	0.30	105.00
06/19/2019	WSC	Draft Answer to Counterclaims.	350.00	1.10	385.00
	WSC	Draft Second Amended Complaint.	350.00	1.10	385.00
	WSC	Draft Motion for Leave to File Second Amended Complaint.	350.00	0.80	280.00
06/20/2019	WSC	Revise and edit Plaintiff's Second Amended Complaint (.4), revise and edit Plaintiff's Motion for Leave to Amend (.5), revise and edit Plaintiff's Answer to Counterclaims (.4), confer with DLC regarding drafts (.2).	350.00	1.50	525.00
	DLC	Review, analyze and redraft motion for leave to amend complaint and amended complaint. NO CHARGE		2.00	n/c
	DLC	Redraft amended complaint. NO CHARGE		0.40	n/c
06/21/2019	WSC	Final revisions to Plaintiff's Answer to Defendants' Counterclaims (.3), final revisions to Amended Complaint (.1), final revisions to Plaintiff's Motion for Leave to File Amended Complaint (.1).	350.00	0.50	175.00
	WSC	Telephone conference with Client regarding update of Rule 26(f) conference, discovery, and litigation strategy.	350.00	0.40	140.00
06/24/2019	WSC	Email correspondences with opposing counsel regarding update on review of proposed Joint Preliminary Report.	350.00	0.10	35.00



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			Rate	Hours	Amount
06/25/2019	WSC	Review and revise opposing counsel's edits to Joint Preliminary Report (.2), email correspondence to opposing counsel regarding same (.1).	350.00	0.30	105.00
06/28/2019	WSC	Draft Plaintiff's Initial Disclosures.	350.00	0.50	175.00
07/11/2019	WSC	Review and analyze pay records (.2), telephone conference with Client regarding pay records (.2).	350.00	0.40	140.00
	WSC	Draft responses to Defendants' first discovery requests.	350.00	1.50	525.00
	WSC	Review and analyze Defendants' Response to Plaintiff's Motion for Leave to Amend Complaint.	350.00	0.60	210.00
07/12/2019	WSC	Review and analyze pay records.	350.00	0.30	105.00
	WSC	Telephone conference with Client regarding discovery responses.	350.00	0.30	105.00
	WSC	Draft and revise Plaintiff's responses to Defendants' discovery requests.	350.00	2.10	735.00
	WSC	Outline Plaintiff's Reply to Motion for Leave to Amend.	350.00	0.60	210.00
	WSC	Email correspondence with opposing counsel regarding Defendants' request for extension for time to respond to Plaintiff's discovery.	350.00	0.10	35.00
	DLC	Conference with W. Cleveland regarding discovery responses and contracts with defendants. NO CHARGE		0.40	n/c
07/15/2019	WSC	Draft Plaintiff's Reply in Support of Motion for Leave to File Second Amended Complaint.	350.00	4.30	1,505.00
	WSC	Begin review and analysis of Defendants' documents and begin creating spreadsheet for damages modeling.	350.00	2.60	910.00
	WSC	Telephone conference with Client regarding Defendants' time record production.	350.00	0.40	140.00
	WSC	Legal research regarding compulsory counterclaims and retaliation.	350.00	0.30	105.00
07/16/2019	WSC	Revise and edit damages modeling spreadsheet for purposes of data entry by paralegal.	350.00	0.30	105.00
	WSC	Legal research regarding compulsory counterclaims and retaliation under the FLSA.	350.00	1.20	420.00
	WSC	Review and analyze pay records regarding overtime hours paid to Plaintiff.	350.00	0.40	140.00
	WSC	Edit and revise Plaintiff's Reply In Support of Motion for Leave to Amend.	350.00	1.00	350.00
	WSC	Review, analyze, and revise damages modeling.	350.00	1.30	455.00
07/17/2019	WSC	Revise and edit damages modeling, including revising to give Defendants benefit of doubt on all items.	350.00	1.40	490.00
	WSC	Telephone conference with Client regarding damages modeling.	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding next steps and litigation plan.	350.00	0.60	210.00
	WSC	Final revisions and edits to Plaintiff's Reply in Support of Motion to Amend.	350.00	0.50	175.00



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			Rate	Hours	Amount
	WSC	Draft 30(b)(6) Notice to Defendant Atlanta Medical Day Spa and Surgery Center.	350.00	0.40	140.00
07/18/2019	WSC	Review and revise damages model.	350.00	0.50	175.00
	WSC	Edit and revise 30(b)(6) Notice to Atlanta Medical Day Spa.	350.00	0.30	105.00
	WSC	Telephone conference with Client regarding demand.	350.00	0.20	70.00
	WSC	Draft demand (.2), email correspondence to opposing counsel regarding scheduling depositions for Dr. Atkins and 30(b)(6) for Atlanta Medical Day Spa (.1).	350.00	0.30	105.00
07/19/2019	WSC	Telephone conference with opposing counsel regarding demand and damages modeling.	350.00	0.30	105.00
07/23/2019	WSC	Email correspondences with opposing counsel regarding update on response to demand.	350.00	0.10	35.00
07/29/2019	WSC	Telephone conference with opposing counsel regarding update on demand.	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding update on settlement negotiations and Defendant's counter-offer of mutual dismissal.	350.00	0.30	105.00
	WSC	Draft response to counter-offer outlining liability.	350.00	1.60	560.00
	WSC	Telephone conference with Client regarding last-ditch effort to settle.	350.00	0.20	70.00
07/31/2019	WSC	Telephone conference with opposing counsel regarding demand.	350.00	0.20	70.00
	WSC	Review and analyze Defendants' offer.	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding Defendant's offer.	350.00	0.20	70.00
08/06/2019	WSC	Email correspondence to opposing counsel regarding extending discovery and deposition dates.	350.00	0.10	35.00
08/07/2019	WSC	Draft motion to extend discovery and proposed order (.3), email to opposing counsel regarding same (.1).	350.00	0.40	140.00
08/08/2019	WSC	Prepare for 30(b)(6) deposition of Defendant Atlanta Medi Sap.	350.00	0.40	140.00
	WSC	Review and analyze Defendants' records for purposes of preparing for depositions.	350.00	1.20	420.00
	WSC	Telephone conference with Client regarding pay data and missing time data.	350.00	0.60	210.00
08/09/2019	WSC	Review and analyze time card data comparing to software data.	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding data comparison between time sheet data and software data.	350.00	0.40	140.00
	WSC	Review and analyze software data in comparison to time data, including beginning modeling of same.	350.00	0.20	70.00
08/13/2019	WSC	Review and analyze comparison of time data and software data.	350.00	0.20	70.00
08/15/2019	WSC	Draft email correspondence to opposing counsel regarding revised demand.	350.00	0.30	105.00



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			Rate	Hours	Amount
	WSC	Telephone conference with opposing counsel regarding revised demand.	350.00	0.20	70.00
08/16/2019	WSC	Telephone conference with Client regarding potential of mediation.	350.00	0.10	35.00
	WSC	Email correspondence to opposing counsel regarding potential for mediation of claims.	350.00	0.10	35.00
08/20/2019	WSC	Telephone conference with opposing counsel regarding mediation (.1), email correspondences with C. Shultz regarding potentially serving as mediator (.1).	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding mediation process and dates.	350.00	0.20	70.00
08/23/2019	WSC	Telephone conference with Client regarding mediation date.	350.00	0.10	35.00
09/05/2019	WSC	Email correspondences with opposing counsel regarding mediation dates and email to C. Shultz regarding same.	350.00	0.10	35.00
09/09/2019	WSC	Telephone conference with Client regarding preparing for mediation and answering Client's questions.	350.00	0.40	140.00
09/12/2019	WSC	Email correspondences with opposing counsel regarding scheduling mediation.	350.00	0.10	35.00
09/23/2019	WSC	Email correspondence from opposing counsel regarding Defendant withdrawing from mediation scheduled for 9/25/19.	350.00	0.10	35.00
	WSC	Begin outlining Atlanta MediSpa 30(b)(6) deposition.	350.00	1.50	525.00
	WSC	Telephone conference with Client regarding Defendant withdrawing from mediation and plan moving forward.	350.00	0.30	105.00
	WSC	Telephone conference with opposing counsel regarding Defendants' withdrawal from mediation and plan to complete discovery.	350.00	0.20	70.00
	WSC	Multiple telephone conferences with Client regarding deposition dates, plan moving forward, and potential for future settlement.	350.00	0.70	245.00
09/24/2019	WSC	Continue preparation for 30(b)(6) deposition.	350.00	0.60	210.00
	WSC	Confer with AYC regarding strategy for 30(b)(6) deposition.	350.00	0.30	105.00
09/25/2019	WSC	Email correspondences with opposing counsel regarding deposition dates, request to extend discovery, stipulation to joint employer, and request for production of native file.	350.00	0.40	140.00
	WSC	Review and analyze proposed motion to extend discovery (.2), email correspondences with opposing counsel regarding motion to extend discovery (.1).	350.00	0.30	105.00
	WSC	Telephone conference with Client regarding discovery extension and fact investigation.	350.00	0.40	140.00
	WSC	Confer with AYC regarding potential witness strategy.	350.00	0.20	70.00
	WSC	Confer with JLM regarding phone data.	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding phone data.	350.00	0.20	70.00



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			Rate	Hours	Amount
09/26/2019	WSC	Email correspondence with opposing counsel regarding scheduling Plaintiff's deposition.	350.00	0.10	35.00
	WSC	Confer with JLM regarding data collection.	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding data collection.	350.00	0.10	35.00
09/30/2019	WSC	Meeting with Client regarding deposition preparation and data (1.3), confer with JLM regarding data (.1).	350.00	1.40	490.00
	WSC	Email correspondence with opposing counsel regarding production of native file and deposition dates for Plaintiff.	350.00	0.10	35.00
	WSC	Telephone conference with opposing counsel regarding production of native spreadsheet file and deposition dates.	350.00	0.10	35.00
	WSC	Review and analyze text message data.	350.00	1.00	350.00
	WSC	Legal research regarding waiting time as compensable under the FLSA.	350.00	0.40	140.00
10/01/2019	WSC	Confer with AYC regarding deposition strategy.	350.00	0.20	70.00
	WSC	Confer w. Melissa Carpenter regarding potential metadata of phones.	350.00	0.20	70.00
10/02/2019	WSC	Email correspondences with Client regarding text message data.	350.00	0.10	35.00
	WSC	Continue preparation for 30(b)(6) deposition.	350.00	0.30	105.00
10/04/2019	WSC	Email correspondences with opposing counsel regarding deposition dates and native file.	350.00	0.10	35.00
10/07/2019	WSC	Review Court's standing order regarding discovery disputes.	350.00	0.10	35.00
	WSC	Email correspondences with opposing counsel regarding scheduling depositions and again asking for production of native file spreadsheet.	350.00	0.20	70.00
	WSC	Continue preparation for 30(b)(6) deposition.	350.00	0.30	105.00
10/08/2019	WSC	Review data analysis in preparation for depositions, continue data analysis for same.	350.00	0.40	140.00
10/09/2019	WSC	Email correspondences with opposing counsel regarding production of native format file.	350.00	0.20	70.00
	AYC	Brainstorm with WSC on issues related to upcoming depositions.	450.00	2.00	900.00
10/10/2019	WSC	Revise and edit 30(b)(6) deposition outline to include new information received from opposing counsel regarding loss of native format file.	350.00	0.60	210.00
	WSC	Telephone conference with Client regarding deposition preparation.	350.00	0.20	70.00
	WSC	Email correspondences with opposing counsel regarding deposition scheduling and native format file.	350.00	0.20	70.00
10/13/2019	WSC	Email correspondences with opposing counsel regarding details of scheduling depositions.	350.00	0.10	35.00
	WSC	Review and revise deposition outline for 30(b)(6) deposition.	350.00	0.40	140.00
	WSC	Review and revise Notice of 30(b)(6) Deposition.	350.00	0.10	35.00



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			Rate	Hours	Amount
10/15/2019	WSC	Email correspondences with opposing counsel regarding deposition schedule.	350.00	0.10	35.00
	WSC	Continue preparation for taking depositions.	350.00	6.60	2,310.00
	WSC	Review and analyze Order granting Plaintiff's Leave to Amend.	350.00	0.20	70.00
	WSC	Confer with JLM regarding deposition strategy.	350.00	0.50	175.00
	JLM	Confer with WC regarding: deposition, ESI, and estimating unpaid hours (.5); draft deposition questions and review evidence, admissions, and legal elements to establish through testimony (2).	400.00	2.50	1,000.00
	AYC	Conference with with WSC regarding deposition strategy	450.00	1.00	450.00
	WSC	Multiple telephone conferences with Client regarding deposition preparation.	350.00	0.60	210.00
	JLM	Draft deposition questions and provide strategic guidance to W. Cleveland for establishing elements of claims.	400.00	2.30	920.00
10/16/2019	WSC	Final preparation for depositions.	350.00	0.30	105.00
	WSC	Travel to depositions.	350.00	0.60	210.00
	WSC	Defend Plaintiff's deposition, take 30(b)(6) deposition.	350.00	8.10	2,835.00
	WSC	Confer with JLM regarding depositions and litigation strategy moving forward.	350.00	0.30	105.00
10/17/2019	WSC	Telephone conference with Client regarding recap pf depositions.	350.00	0.30	105.00
	WSC	Legal research regarding spoliation of evidence.	350.00	0.20	70.00
	WSC	Confer with JLM regarding litigation strategy and unproduced data.	350.00	0.60	210.00
	WSC	Draft Consent Motion to Extend Discovery and Proposed Order (.2), email correspondence to opposing counsel regarding same (.1).	350.00	0.30	105.00
	WSC	Telephone conference with opposing counsel regarding consent to request extension of discovery.	350.00	0.10	35.00
	JLM	Confer with W. Cleveland regarding: deposition testimony and discovery issues.	400.00	0.60	240.00
10/18/2019	WSC	Review and analyze Defendants' Subpoena to E. Butgereit (.1), legal research regarding options to respond to subpoena (.2), telephone conference with Client regarding subpoena and case update (.2)	350.00	0.50	175.00
	JLM	Confer with W. Cleveland regarding: subpoena, corresponding legal research	400.00	0.50	200.00
10/21/2019	WSC	Legal research regarding failure to properly prepare with 30(b)(6) notice of depostion.	350.00	0.20	70.00
	AYC	Conference with with WSC regarding strategy on motion for spoliation and 30(b)(6) issues.	450.00	0.60	270.00
10/29/2019	WSC	Begin outline for motion for partial summary judgment.	350.00	0.20	70.00
	WSC	Legal research regarding administrative exemption as affirmative defense and time to be raised.	350.00	0.30	105.00



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			Rate	Hours	Amount
11/01/2019	WSC	Confer with AYC regarding strategy and merits of moving for partial summary judgment as to liability.	350.00	0.30	105.00
	WSC	Review Court's Standing Order for process for resolving discovery disputes.	350.00	0.10	35.00
	WSC	Review and analyze supplemental production by Defendants.	350.00	0.30	105.00
11/04/2019	WSC	Email correspondences with opposing counsel regarding confirming no other outstanding responsive documents and scheduling Atlanta Medi Spa 30(b)(6) deposition follow up date.	350.00	0.20	70.00
	WSC	Review and analyze Defendant Atlanta Medical Spa's supplemental production for purposes of preparing for follow up 30(b)(6) deposition (.3), review and analyze deposition for purposes of preparing for follow up 30(b)(6) deposition (.3).	350.00	0.60	210.00
	WSC	Draft Motion for Sanctions for Spoliation of Evidence.	350.00	4.10	1,435.00
	WSC	Legal research regarding duty to preserve broken hardware.	350.00	0.40	140.00
	WSC	Legal research regarding commissions and calculating regular rate of pay.	350.00	0.10	35.00
11/05/2019	WSC	Continue drafting Motion for Sanctions.	350.00	1.60	560.00
	WSC	Review and analyze Defendants' Answer to Plaintiff's Second Amended Complaint and compare to Answer to Plaintiff's First Amended Complaint.	350.00	0.50	175.00
	AYC	Conference with WSC regarding strategy and depositions.	450.00	1.00	450.00
11/06/2019	WSC	Email correspondence to opposing counsel regarding update on scheduling follow up 30(b)(6) deposition.	350.00	0.10	35.00
11/07/2019	WSC	Email correspondence to opposing counsel regarding follow up on dates for continuing 30(b)(6) deposition.	350.00	0.10	35.00
	WSC	Preparation for follow up 30(b)(6) deposition.	350.00	0.40	140.00
	WSC	Telephone conference with opposing counsel regarding scheduling follow-up 30(b)(6) deposition.	350.00	0.10	35.00
	WSC	Email correspondence to opposing counsel regarding Third-Party subpoena.	350.00	0.10	35.00
	WSC	Revise outline for Motion for Partial Summary Judgment.	350.00	0.20	70.00
	WSC	Preparation for follow-up 30(b)(6) deposition.	350.00	0.50	175.00
	WSC	Review Defendants' second production for purposes of determining which documents need to be reproduced because they are illegible.	350.00	0.20	70.00
	WSC	Review and analyze transcript of 30(b)(6) deposition for purposes of preparing for follow-up deposition.	350.00	1.20	420.00
	WSC	Email correspondence to opposing counsel regarding illegible documents from Defendants' second production.	350.00	0.10	35.00
11/08/2019	WSC	Draft Motion for Spoliation.	350.00	0.70	245.00
	WSC	Telephone conference with opposing counsel regarding consent to Defendants' filing Initial Disclosures out of time and update on getting legible versions of certain documents from Defendants' second production.	350.00	0.10	35.00



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			Rate	Hours	Amount
	WSC	Review and analyze 30(b)(6) deposition transcript for purposes of preparing for follow-up deposition.	350.00	0.50	175.00
	WSC	Confer with AYC regarding spoliation and litigation strategy.	350.00	0.50	175.00
	AYC	Conf with WSC regarding spoliation	450.00	0.50	225.00
	WSC	Email correspondences with opposing counsel regarding Defendants' motion to file Initial Disclosures out of time (.1), review and analyze said motion (.1).	350.00	0.20	70.00
11/11/2019	WSC	Draft motion for sanctions.	350.00	0.30	105.00
	WSC	Email correspondences with opposing counsel regarding outstanding documents.	350.00	0.10	35.00
11/12/2019	WSC	Email correspondences with opposing counsel regarding Defendant's request to postpone follow-up 30(b)(6) deposition.	350.00	0.10	35.00
	WSC	Review and analyze consent motion for extension of discovery.	350.00	0.10	35.00
	WSC	Email correspondence to opposing counsel regarding update on response to subpoena to Ms. Elisabeth Butgereit.	350.00	0.10	35.00
11/13/2019	WSC	Draft and revise Motion for Sanctions for Spoliation of Evidence.	350.00	0.10	35.00
11/15/2019	WSC	Email correspondence to opposing counsel regarding discovery outstanding.	350.00	0.10	35.00
11/18/2019	WSC	Email correspondence from opposing counsel regarding Defendant Atlanta Medical Spa's supplemental production (.1), review and analyze Defendant Atlanta Medical Spa's supplemental production (.1).	350.00	0.20	70.00
	WSC	Review and analyze Session Login data and compare to Session Logout data.	350.00	0.20	70.00
	WSC	Telephone conference with Elisabeth Butgereit regarding Defendants' subpoena.	350.00	0.30	105.00
	WSC	Telephone conference with opposing counsel regarding needing to talk about case, as outlined in prior email correspondence.	350.00	0.10	35.00
	WSC	Confer with AYC regarding Defendants' third-party subpoena.	350.00	0.10	35.00
	AYC	Conference with with WSC regarding upcoming deposition and time sheet information	450.00	1.00	450.00
	WSC	Preparation for follow-up 30(b)(6) deposition.	350.00	1.60	560.00
	WSC	Confer with AYC regarding Defendants' claim of privilege.	350.00	0.10	35.00
11/19/2019	WSC	Preparation for 30(b)(6) deposition.	350.00	3.40	1,190.00
11/20/2019	WSC	Take follow-up 30(b)(6) deposition.	350.00	2.60	910.00
	WSC	Travel from follow-up 30(b)(6) deposition to office.	350.00	0.40	140.00
	WSC	Telephone conference with Client regarding follow-up 30(b)(6) deposition.	350.00	0.30	105.00
	WSC	Correspondences with Client regarding fact investigation.	350.00	0.20	70.00
	WSC	Confer with JLM regarding follow-up 30(b)(6) deposition.	350.00	0.20	70.00
11/22/2019	WSC	Telephone conference with opposing counsel regarding Defendants' identifying expert, Defendants' subpoenas, good-faith defense, and possibility of mediation.	350.00	0.40	140.00



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			Rate	Hours	Amount
	WSC	Legal research regarding time to identify expert under Local Rules and Fed. R. Civ. P.	350.00	0.30	105.00
	WSC	Confer with AYC regarding Defendants' expert witness and litigation strategy.	350.00	0.30	105.00
	WSC	Telephone conference with Client regarding Defendants' expert witness.	350.00	0.30	105.00
	WSC	Email correspondences with Client regarding documents.	350.00	0.20	70.00
	WSC	Email correspondences with opposing counsel regarding Defendants' expert and mediation.	350.00	0.20	70.00
12/02/2019	WSC	Confer with JLM regarding proposed mediator and mediation strategy.	350.00	0.30	105.00
	WSC	Telephone conference with opposing counsel regarding potential mediators.	350.00	0.20	70.00
	WSC	Email correspondence to C. Cleland regarding potential mediation.	350.00	0.10	35.00
	WSC	Email correspondence to opposing counsel regarding other potential mediators (.1), email to C. Shultz regarding potential mediation (.1).	350.00	0.20	70.00
12/03/2019	WSC	Email correspondence to opposing counsel regarding confirming mediator scheduled and proposal of requesting Court to extend time to file dispositive motions.	350.00	0.10	35.00
	WSC	Email correspondence to C. Shultz regarding information for mediation.	350.00	0.10	35.00
	WSC	Draft Motion for Extension of Time and Proposed Order (.5), email correspondence to opposing counsel regarding same (.1).	350.00	0.60	210.00
12/04/2019	WSC	Mediation preparation.	350.00	0.30	105.00
12/05/2019	WSC	Mediation preparation.	350.00	1.20	420.00
	WSC	Receive and review email from mediator and mediator's agreement.	350.00	0.10	35.00
	WSC	Confer with AYC regarding mediation strategy.	350.00	0.10	35.00
	WSC	Email to Client regarding mediation.	350.00	0.10	35.00
12/09/2019	WSC	Review and analyze transcript from follow-up 30(b)(6) deposition of Atlanta Medical Day Spa.	350.00	0.60	210.00
	WSC	Preparation for mediation.	350.00	0.80	280.00
12/10/2019	WSC	Mediation preparation.	350.00	0.20	70.00
12/11/2019	WSC	Confer with AYC regarding mediation strategy.	350.00	0.20	70.00
	WSC	Draft mediation statement.	350.00	2.20	770.00
	WSC	Preparation for mediation, including confer with KG regarding mediation materials and review of mediation notebook.	350.00	0.20	70.00
	WSC	Review and revise attorney fee invoice for purposes of editing and redacting privileged information.	350.00	0.40	140.00
	WSC	Email correspondence to C. Shultz regarding mediation statement.	350.00	0.10	35.00



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			Rate	Hours	Amount
12/12/2019	WSC	Telephone conference with opposing counsel regarding informing me of his inadvertent contact with Plaintiff.	350.00	0.10	35.00
12/13/2019	WSC	Written correspondences with Client regarding mediation update.	350.00	0.10	35.00
	WSC	Confer with KG regarding mediaiton preparation and guidance on communicating with Client.	350.00	0.20	70.00
	WSC	Confer with JLM regarding mediation strategy.	350.00	0.20	70.00
	WSC	Telephone conference with opposing counsel regarding mediation process.	350.00	0.10	35.00
	WSC	Preparation for mediation.	350.00	0.60	210.00
12/16/2019	WSC	Attend and represent Client at mediation.	350.00	9.00	3,150.00
	WSC	Email correspondence to opposing counsel regarding follow up to mediation.	350.00	0.20	70.00
12/17/2019	WSC	Telephone conference with Client regarding debrief of mediation and plan moving forward.	350.00	0.20	70.00
12/18/2019	WSC	Email correspondences with C. Shultz regarding update on attempts to settle case.	350.00	0.10	35.00
	WSC	Telephone conference with Client regarding update on no response on bottom-line demand.	350.00	0.10	35.00
12/30/2019	WSC	Email correspondences with C. Schultz regarding update on settlement.	350.00	0.10	35.00
01/06/2020	WSC	Email correspondence to C. Schultz regarding update on settlement potential.	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding update.	350.00	0.20	70.00
	AYC	Conference with with WSC regarding bench trial and strategy	450.00	0.30	135.00
	WSC	Confer with AYC regarding bench trial and strategy.	350.00	0.30	105.00
	WSC	Email correspondence to opposing counsel regarding withdrawal of most recent demand and willingness to continue to discuss possible resolution.	350.00	0.20	70.00
01/07/2020	WSC	Legal research regarding trial by judge and submitting caselaw to court and moving for dismissal of counterclaims.	350.00	0.40	140.00
	WSC	Telephone conference with Client regarding waiver of jury trial and proceeding with a bench trial (.1), email correspondence to Client regarding confirmation of same (.1).	350.00	0.30	105.00
	WSC	Email correspondence to opposing counsel regarding request for Defendants' consent for a bench trial.	350.00	0.10	35.00
01/08/2020	WSC	Email correspondence from opposing counsel regarding Defendants' decision not to consent to a bench trial (.1), confer with AYC regarding litigation strategy based upon Defendants' decision not to stipulate to a bench trial (.4).	350.00	0.50	175.00
	WSC	Telephone conference with Client regarding Defendant's refusal to stipulate to a bench trial, plan moving forward, and what to expect.	350.00	0.50	175.00



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			Rate	Hours	Amount
01/09/2020	WSC	Outline Motion for Partial Summary Judgement and relating exhibits.	350.00	1.80	630.00
01/13/2020	WSC	Draft Plaintiff's Motion for Partial Summary Judgement.	350.00	2.40	840.00
01/14/2020	WSC	Draft Motion for Partial Summary Judgment.	350.00	1.60	560.00
01/15/2020	WSC	Draft Motion for Partial Summary Judgment.	350.00	2.90	1,015.00
01/16/2020	WSC	Draft Motion for Partial Summary Judgement.	350.00	4.10	1,435.00
	WSC	Legal research regarding offset and FLSA claims.	350.00	0.30	105.00
	WSC	Legal research regarding FLSA and offset for overpayment of wages.	350.00	0.60	210.00
01/17/2020	WSC	Legal research regarding FLSA and setoff.	350.00	1.10	385.00
	WSC	Draft dismissal of counterclaim and retaliation sections of Motion for Partial Summary Judgement.	350.00	2.70	945.00
	WSC	Legal research regarding conversion and overpayment of wages (.2), legal research regarding employment relationship and contract under Georgia law (.2).	350.00	0.40	140.00
01/18/2020	WSC	Draft and revise Motion for Partial Summary Judgment.	350.00	0.70	245.00
01/20/2020	WSC	Draft Plaintiff's Motion for Partial Summary Judgement.	350.00	0.60	210.00
01/21/2020	WSC	Revise retaliation section of Motion for Partial Summary Judgement (.6), general revisions to motion (2.3).	350.00	2.90	1,015.00
01/22/2020	WSC	Revise and edit Brief in Support of Partial Summary Judgment.	350.00	2.80	980.00
	WSC	Draft Plaintiff's Motion for Partial Summary Judgement.	350.00	0.20	70.00
	WSC	Prepare and review documents exhibits for filing with Motion for Partial Summary Judgement.	350.00	0.90	315.00
	WSC	Confer with AYC regarding motion for partial summary judgement revisions.	350.00	0.30	105.00
	WSC	Legal research regarding FLSA retaliation and baseless counterclaims.	350.00	0.50	175.00
	AYC	Edit motion for summary judgment brief	450.00	3.00	1,350.00
	WSC	Confer with AYC regarding Defendant's Motion for Summary Judgement.	350.00	0.20	70.00
	WSC	File transcripts of Rule 30(b)(6) depositions and Notice of Filing of Same.	350.00	0.50	175.00
01/27/2020	WSC	Confer with JLM regarding responding to Defendants' data included in their motion for summary judgement.	350.00	1.00	350.00
	WSC	Review Joint Preliminary Report and Scheduling Order for purposes of responding to Defendants' data included in their Motion for Summary Judgement.	350.00	0.10	35.00
	JLM	Confer with WC regarding summary judgment and evidentiary issues	400.00	1.00	400.00



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			Rate	Hours	Amount
	WSC	Initial review and analysis of Defendants' motion for summary judgement.	350.00	0.50	175.00
	WSC	Confer with AYC regarding unproduced data in Defendants' Motion for Summary Judgement.	350.00	1.00	350.00
	WSC	Review and analyze time summary data newly produced by Defendants.	350.00	0.30	105.00
01/30/2020	WSC	Begin drafting Objection to Defendants' Exhibit F (Time Summary).	350.00	1.40	490.00
	WSC	Legal research regarding Fed. R. Civ. P and Civ. Procedure for purposes of objection to Defendants' Ex. F.	350.00	1.30	455.00
01/31/2020	WSC	Legal research regarding admissibility of hearsay evidence at summary judgement (1.8), legal research regarding late production of documents (.5).	350.00	2.30	805.00
	WSC	Draft Objection to Exhibit F.	350.00	0.70	245.00
	WSC	Confer with AYC regarding strategy for Objection for Ex. F.	350.00	0.60	210.00
02/03/2020	WSC	Legal research regarding rules of evidence.	350.00	0.40	140.00
	WSC	Draft Objection to Exhibit F (1.3), analyze Exhibit F for purposes of drafting objection (.9), review and analyze pay and time data for purposes of comparison to Exhibit F and drafting Objection to Ex. F (.7).	350.00	2.90	1,015.00
02/04/2020	WSC	Draft Objection to Exhibit F.	350.00	1.30	455.00
	WSC	Email correspondences with Mediator C. Shultz regarding update and Plaintiff's desire to continue settlement talks.	350.00	0.20	70.00
02/05/2020	WSC	Draft Objection to Ex. F.	350.00	3.00	1,050.00
02/06/2020	WSC	Draft Objection to Ex. F.	350.00	1.10	385.00
	WSC	Legal research regarding Rule 401, 402, and 403 exclusion of evidence.	350.00	1.50	525.00
02/07/2020	WSC	Draft Objection to Exhibit F.	350.00	2.60	910.00
02/09/2020	WSC	Draft Objection to Exhibit F.	350.00	2.10	735.00
	WSC	Begin drafting Response to Defendants' Motion for Summary Judgement.	350.00	0.90	315.00
02/10/2020	WSC	Legal research regarding Rule 12(b) converting to Rule 56 Motion for Summary Judgment (.2), draft, edit, and revise Plaintiff's Position as to Timeline to Respond to Defendants' Motion to Dismiss (.8), file Motion to Defer Ruling (.1).	350.00	1.10	385.00
	WSC	Review, revise, and edit Objection to Ex. F.	350.00	2.60	910.00
	WSC	Begin Response to Defendants' Statement of Material Facts.	350.00	0.30	105.00
	WSC	Telephone conference with Client regarding Defendants' Motion to Dismiss and for Summary Judgement and Exhibit F, as well as drafting declaration.	350.00	0.60	210.00
	AYC	Confer with WSC regarding submission of motion to dismiss.	450.00	0.30	135.00



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			Rate	Hours	Amount
02/11/2020	WSC	Draft Plaintiff's Response to Defendants' Motion to Dismiss and for Summary Judgement.	350.00	8.10	2,835.00
	WSC	Edit and revise Objection to Ex. F.	350.00	0.10	35.00
	JLM	Confer with W. Cleveland regarding: salary basis, coverage issues for summary judgment brief.	400.00	0.40	160.00
02/12/2020	WSC	Draft, edit, and revise Plaintiff's Response to Defendants' Motion for Summary Judgment.	350.00	2.60	910.00
	WSC	Draft Plaintiff's Response to Defendants' Statement of Material Facts.	350.00	4.70	1,645.00
	JLM	Draft objections, response to summ. j	400.00	4.30	1,720.00
	WSC	Review, revise and edit Plaintiff's Objection to Exhibit F.	350.00	0.70	245.00
	WSC	Draft Plaintiff's Statement of Additional Material Facts.	350.00	0.40	140.00
	WSC	File Plaintiff's Objection and Plaintiff's Repsonse to Defendants' Motion for Summary Judgment.	350.00	0.20	70.00
	DLC	Prepare documents to be used in support of motion for summary judgment. NO CHARGE		0.20	n/c
02/13/2020	WSC	Draft Motion for Sanctions for Spoliation.	350.00	1.50	525.00
	WSC	Legal research regarding spoliation of computers.	350.00	1.30	455.00
02/20/2020	WSC	Draft Motion for Sanctions for Spoliation of Evidence.	350.00	1.10	385.00
02/21/2020	WSC	Review and analyze Defendants' Response Brief to Plaintiff's Motion for Partial Summary Judgement and Response to Plaintiff's Statement of Material Facts.	350.00	1.30	455.00
	WSC	Confer with JLM regarding Defendants' Response Brief generally and for lack of addressing FLSA liability, as well as strategy for Reply.	350.00	0.40	140.00
	WSC	Confer with JKC regarding best ways to frame Reply Brief.	350.00	0.30	105.00
	WSC	Confer with DLC regarding Defendants' argument that no contact existed for overpayment.	350.00	0.40	140.00
	WSC	Legal research regarding cases cited by Defendants in their Response to Plaintiff's Motion for Partial Summary Judgement.	350.00	0.30	105.00
	WSC	Legal research regarding failure to response to motion for summary judgement and fling of cross motion for summary judgement.	350.00	0.30	105.00
	WSC	Draft Reply in Support of Motion for Partial Summary Judgment.	350.00	1.30	455.00
	WSC	Legal research regarding contract for employment under Georgia law.	350.00	0.50	175.00
02/24/2020	WSC	Draft Reply in Support of Motion for Partial Summary Judgment.	350.00	6.90	2,415.00
02/25/2020	WSC	Draft Reply in Support of Plaintiff's Motion for Summary Judgement.	350.00	3.00	1,050.00
	AYC	Review draft and make notes for revisions to reply brief.	450.00	0.60	270.00
02/26/2020	WSC	Legal research regarding cases relied upon by Defendants in their Response to Plaintiff's Motion for Partial Summary Judgment.	350.00	0.50	175.00



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		Rate	Hours	Amount
	WSC Draft Plaintiff's Motion for Sanctions for Spoliation of Evidence.	350.00	2.50	875.00
	WSC Confer with AYC regarding Reply in Support of Motion for Summary Judgment.	350.00	0.10	35.00
	WSC Revise and edit Reply in Support of Plaintiff's Motion for Summary Judgment. (.7), file same (.1).	350.00	0.80	280.00
	AYC Edit reply brief regarding summary judgment	450.00	2.80	1,260.00
02/27/2020	WSC Draft Plaintiff's Motion for Sanctions for Spoliation.	350.00	0.40	140.00
03/02/2020	WSC Review and analyze Defendants' Response to Plaintiff's Objection to Exhibit F.	350.00	0.30	105.00
	WSC Confer with AYC regarding Defendants' Response to Plaintiff's Objection to Exhibit F.	350.00	0.50	175.00
	WSC Legal research regarding untimely expert disclosure.	350.00	0.40	140.00
	AYC Discuss possible reply brief with WSC.	450.00	0.50	225.00
03/03/2020	WSC Revise and edit Plaintiff's Motion for Sanctions for Spoliation of Evidence.	350.00	0.70	245.00
	WSC Legal research regarding potential abuse of expert testimony factor for spoliation of evidence.	350.00	0.30	105.00
03/04/2020	WSC Revise and edit Motion for Sanctions for Spoliation of Evidence.	350.00	2.10	735.00
	WSC Email correspondence with AYC regarding Defendants' Response to Objection to Exhibit F.	350.00	0.50	175.00
	AYC Legal research regarding expert disclosures and requirements under Local Rules (1.2); Conference with with WSC regarding response to Defendants' attempt to use/disclose expert (.8).	450.00	2.00	900.00
	AYC Review and edit response to objections to expert disclosure.	450.00	1.70	765.00
03/05/2020	WSC Revise and edit Motion for Sanctions for Spoliation of Evidence.	350.00	2.20	770.00
03/30/2020	AYC Edit motion for sanctions and brief in support.	450.00	1.80	810.00
03/31/2020	WSC Review and revise Motion for Sanctions for Spoliation of Evidence.	350.00	0.80	280.00
	WSC Confer with AYC regarding Motion for Sanctions for Spoliation of Evidence.	350.00	0.30	105.00
04/15/2020	WSC Confer with AYC regarding Defendants' Response to Motion for Sanctions for Spoliation of Evidence.	350.00	0.20	70.00
	JLM Analyze response to motion for sanctions. NO CHARGE		1.00	n/c
04/16/2020	WSC Review and analyze Defendants' Response to Motion for Sanctions for Spoliation of Evidence,	350.00	0.40	140.00
	WSC Telephone conference with JLM regarding Defendants' Response to Motion for Sanctions for Spoliation and strategy for response.	350.00	0.20	70.00
	WSC Draft Reply in Support of Motion for Sanctions for Spoliation.	350.00	0.50	175.00
04/17/2020	WSC Draft Reply in Support of Motion for Sanctions for Spoliation.	350.00	0.40	140.00



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			Rate	Hours	Amount
	WSC	Confer with JLM regarding analysis of Defendants' Repsonse to Motion for Sanctions for Spoliation, issues with new witness identified, and strategy regarding Reply.	350.00	0.30	105.00
04/21/2020	WSC	Legal research regarding spoliation and HIPAA compliance.	350.00	1.60	560.00
04/22/2020	WSC	Draft Reply in Support of Motion for Sanctions for Spoliation.	350.00	2.60	910.00
04/23/2020	WSC	Email correspondence from court reporter regarding errata sheet.	350.00	0.10	35.00
	WSC	Draft Reply in Support of Motion for Sanction for Spoliation.	350.00	0.70	245.00
04/24/2020	WSC	Draft Reply in Support of Motion for Sanctions for Spoliation.	350.00	2.20	770.00
04/27/2020	WSC	Draft Reply in Support of Motion for Sanctions for Spoliation.	350.00	5.00	1,750.00
	WSC	Telephone conference with AYC regarding editing Reply in Support of Motion for Sanctions for Spoliation of Evidence.	350.00	0.10	35.00
	WSC	Email correspondence to AYC regarding Reply in Support of Motion for Sanctions for Spoliation.	350.00	0.20	70.00
	AYC	Edit reply in support of motion for sanctions	450.00	2.70	1,215.00
04/28/2020	WSC	Multiple conferences with AYC regarding Reply in Support of Motion for Sanctions for Spoliation.	350.00	0.50	175.00
	AYC	Edit reply in support of sanctions	450.00	4.50	2,025.00
	WSC	Review, revise, and edit Reply in Support of Motion for Sanctions for Spoliation of Evidence.	350.00	3.00	1,050.00
04/29/2020	WSC	Email correspondences with C. Schultz regarding reopening settlement discussions.	350.00	0.20	70.00
08/17/2020	WSC	Review and analyze Court's Order to produce TimeTrax data or show-cause.	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding Court's Order for Defendant to produce TimeTrax data and plan moving forward (.5), telephone conference with AYC regarding same (.1).	350.00	0.60	210.00
08/20/2020	AYC	Conference with with WSC regarding request for extension on show cause.	450.00	0.80	360.00
	WSC	Telephone conference with Client regarding demand and Defendants' request for extension to show cause order (.3), telephone conferences with AYC regarding same (.8).	350.00	1.10	385.00
	WSC	Telephone conference with opposing counsel regarding Defendants' request for extension to show cause order and updated demand from Plaintiff (.2), email correspondence to opposing counsel regarding same	350.00	0.40	140.00
08/24/2020	WSC	Confer with AYC regarding Defendants' response to show-cause order.	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding Defendants' repsonse to show-cause order and production of TimeTrax machine, as well as options for moving forward.	350.00	0.30	105.00



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			Rate	Hours	Amount
	WSC	Email correspondence to opposing counsel regarding arranging production of TimeTrax data box.	350.00	0.10	35.00
08/27/2020	WSC	Email correspondence to opposing counsel regarding production of TimeTrax data box.	350.00	0.10	35.00
08/28/2020	WSC	Email correspondence to opposing counsel regarding update on Defendants' production of TimeTrax data box.	350.00	0.10	35.00
08/30/2020	WSC	Research options for retrieving data from TimeTrax box.	350.00	0.40	140.00
09/02/2020	WSC	Confer with AYC regarding response to Court's order to respond to Defnednats' response to show-cause order.	350.00	0.30	105.00
	WSC	Draft Plaintiff's Reply to Defendants' Response to Produce and Show Cause.	350.00	4.50	1,575.00
09/03/2020	WSC	Telephone conferences with Client regarding update and plan moving forward.	350.00	0.50	175.00
	WSC	Draft Reply to Defendants' Response to Production and SHOW Cause Order (.5), multiple phone calls with Pyramid regarding process for and ability to reviewing data stored on EZ card swipe machine (.3).	350.00	1.20	420.00
	WSC	Confer with AYC regarding Reply to Defendants' Response to Production and Show Cause Order.	350.00	0.10	35.00
	AYC	Review, edit brief responding to Defendant's response to show cause.	450.00	3.00	1,350.00
09/14/2020	WSC	Review and analyze Court's Order on Motion for Summary Judgment and Sanctions for Spoliation and record regarding findings in same.	350.00	0.90	315.00
	WSC	Telephone conference with Client regarding Court's Order on Motion for Summary Judgment and plan moving forward.	350.00	0.80	280.00
	JLM	Analyze order. NO CHARGE		1.00	n/c
09/15/2020	WSC	Telephone conference with AYC regarding Court's Summary Judgement Order, litigation strategy, and potential experts.	350.00	0.20	70.00
	WSC	Confer with JLM regarding potential experts for data recovery in compliance with Court's Order.	350.00	0.10	35.00
	JLM	Analyze order (.3); analyze TimeTrax device and manuals (1.8); call J. Kerr regarding: forensic recovery of data (.4).	400.00	2.50	1,000.00
	AYC	Review order on pending motions (.8); conference with with WSC regarding status of the case and how to approach going forward and settlement potential (.4), confer with JLM regarding TimeTrax device and best approach regarding data retrieval (1.2).	450.00	2.40	1,080.00
09/16/2020	WSC	Telephone conference with opposing counsel regarding proposed expert (.1), email correspondence to opposing counsel regarding same (.1).	350.00	0.20	70.00



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			Rate	Hours	Amount
09/18/2020	WSC	Email correspondences with opposing counsel regarding update on expert for data recovery.	350.00	0.10	35.00
09/22/2020	WSC	Email correspondence to opposing counsel regarding request for update form Defendants on data expert for retrieval of TimeTrax data.	350.00	0.10	35.00
09/25/2020	WSC	Email correspondences with opposing counsel regarding update on proposed data recovery expert.	350.00	0.20	70.00
09/28/2020	AYC	Conference with with WSC regarding new attorney and status of expert referral to Defendant.	450.00	0.50	225.00
	WSC	Conference with with AYC regarding new attorney and status of expert referral to Defendant.	350.00	0.50	175.00
09/30/2020	WSC	Email correspondence to opposing counsel regarding update on proposed expert or any counter proposal from Defendants.	350.00	0.10	35.00
10/01/2020	WSC	Telephone conference with new opposing counsel regarding introduction and potential expert for data recovery.	350.00	0.20	70.00
10/02/2020	WSC	Email correspondences with opposing counsel regarding update on Defendants' request for extension to produce data and potential mediation.	350.00	0.10	35.00
10/05/2020	WSC	Telephone conference with Client regarding Defendants' request for additional time to produce data, potential expert, proposal to attempt mediation again, and settlement.	350.00	0.60	210.00
	WSC	Email correspondence to opposing counsel regarding Defendants' request for extension to produce data (.2), email correspondence to opposing counsel regarding settlement (.3).	350.00	0.50	175.00
	WSC	Telephone conference with AYC regarding Defendants' request for more time to produce data and potential of attempting a second mediation.	350.00	0.30	105.00
10/06/2020	WSC	Telephone conference with Client regarding update and plan to attempt mediation and not oppose Defendants' request for a two-week extension to produce data.	350.00	0.10	35.00
	WSC	Email correspondences with opposing counsel regarding Defendants' request for extension for time to produce data, potential expert, and settlement discussions.	350.00	0.20	70.00
10/07/2020	WSC	Telephone conference with opposing counsel regarding framework for potential follow-up mediation.	350.00	0.10	35.00
	WSC	Telephone conference with opposing counsel regarding experts, potential damages, and order regarding production of data.	350.00	0.60	210.00
10/13/2020	WSC	Telephone conference with opposing counsel regarding settlement and process for notifying Court (.2), email correspondences with opposing counsel regarding same (.1).	350.00	0.30	105.00



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			Rate	Hours	Amount
10/14/2020	WSC	Email correspondences with opposing counsel regarding motion to stay deadlines (.1), analyze, revise, and edit proposed motion to stay deadlines (.2), confer with AYC regarding motion (.1).	350.00	0.40	140.00
10/15/2020	WSC	Email correspondence from opposing counsel regarding settlement agreement terms and submission to Court (.1), email correspondences with AYC regarding settlement (.3).	350.00	0.40	140.00
	AYC	Review draft settlement emails and confirm with WSC regarding essential terms to preserve prevailing party status.	450.00	0.60	270.00
10/16/2020	WSC	Email correspondences with opposing counsel regarding settlement agreement and motion for approval.	350.00	0.10	35.00
10/20/2020	WSC	Email correspondences with opposing counsel regarding motion for approval of settlement and settlement agreement (.1), review and analyze proposed motion for approval of settlement (.1).	350.00	0.20	70.00
	WSC	Confer with AYC regarding proposed motion for settlement and strategy moving forward.	350.00	0.20	70.00
	WSC	Review and edit legal time.	350.00	0.80	280.00
11/02/2020	WSC	Review, analyze, and edit proposed settlement agreement and motion for approval (.2), email correspondences with opposing counsel regarding update on same (.1).	350.00	0.30	105.00
11/05/2020	WSC	Review, analyze, and revise proposed settlement agreement and motion for approval (.3), email correspondence to opposing counsel regarding same (.1).	350.00	0.40	140.00
11/10/2020	WSC	Review and revise settlement agreement.	350.00	0.20	70.00
11/12/2020	WSC	Email correspondences with opposing counsel regarding settlement documents.	350.00	0.20	70.00
	WSC	Telephone conference with Client regarding settlement agreement.	350.00	0.30	105.00
11/13/2020	WSC	Review and analyze legal time for purposes of identifying privileged items.	350.00	0.50	175.00
11/16/2020	WSC	Email correspondences with opposing counsel regarding settlement documents.	350.00	0.10	35.00
11/17/2020	WSC	Review Court's order denying motion for approval of FLSA settlement, email correspondence to opposing counsel regarding same.	350.00	0.10	35.00
11/18/2020	WSC	Email correspondences with opposing counsel regarding refiling motion for approval.	350.00	0.10	35.00
11/19/2020	JLM	Emails regarding: fee petition. NO CHARGE		0.50	n/c



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			Rate	Hours	Amount
11/20/2020	AYC	Follow up with WSC regarding status of settlement and timing of submission of fees.	450.00	0.60	270.00
12/01/2020	WSC	Review and redact legal time for privilege (.3), email correspondence to opposing counsel regarding demand for attorney fees (.1).	350.00	0.40	140.00
12/21/2020	AYC	Review opposing counsel's non-offer and discuss with WSC.	450.00	0.50	225.00
12/30/2020	WSC	Draft Plaintiff's Motion for Fees and Costs and Brief in Support.	350.00	2.30	805.00
	AYC	Review of correspondence from opposing counsel related to settlement of fees and draft response via email.	450.00	0.60	270.00
12/31/2020	WSC	Draft Plaintiff's Brief in Support of Fees and Expenses.	350.00	2.00	700.00
01/04/2021	AYC	Edit application for fees; edit declaration supporting application	450.00	3.50	1,575.00
01/06/2021	AYC	Continue editing fee petition and decelerations in support.	450.00	3.70	1,665.00
01/07/2021	AYC	Final edits to brief in support of application for fees and expenses and call with KP Reddy regarding opinion.	450.00	4.30	1,935.00
		For Current Services Rendered		358.60	130,920.00

Recapitulation

<u>Timekeeper</u>	<u>Hours</u>	<u>Rate</u>	<u>Total</u>
Andrew Y. Coffman	46.80	\$450.00	\$21,060.00
John L. Mays	14.60	400.00	5,840.00
William S. Cleveland	297.20	350.00	104,020.00

Expenses

Photocopies at 20 cents per page	18.00
Postage	5.95
Total Expenses Thru 01/07/2021	23.95

Advances

03/05/2019	Filing & Service Fees/U.S. District Court	400.00
04/15/2019	Process Service Liz Shepherd	75.00
11/01/2019	Court Reporter - Discovery Litigation	2,149.15
12/10/2019	Court Reporter - Huseby, Inc.(D.Atkins, MD)	534.55
02/04/2020	Mediation/ Gordon & Rees	2,002.50
	Total Advances	5,161.20

Total Current Work 136,105.15

Balance Due \$136,105.15



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		Billing History		
Fees	Expenses	Advances	Finance Charge	Payments
130,920.00	23.95	5,161.20	0.00	0.00